



9 AUG 1989

OCA 89-2786

MEMORANDUM FOR: The Director

FROM: E. Norbert Garrett  
Director of Congressional Affairs

SUBJECT: The Agency's Spousal Leave Sharing Program

1. Attached for your signature is a response to Congressman Beilenson's recent letter on termination of the spousal leave sharing program. The response conveys our disappointment with the fact that the Chairman did not agree to continue the program. It also indicates the steps that we have taken to terminate the program.

2. We have also tried to correct the Chairman's assertion that the Agency ignored the Committee's earlier direction to end the program. As you will see from earlier correspondence, there was no Committee direction to end the program before the twelve-month trial period expired.

3. This response has been coordinated with the Comptroller, the Offices of Personnel and General Counsel, and the Office of the DDA.

STAT



E. Norbert Garrett

Attachment

Distribution:

Orig - Addressee

1 - DDCI

1 - ER

1 - DDA

1 - Compt

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FILE: PERS-3-AR

Central Intelligence Agency



Washington, D.C. 20505

OCA 2742-89

August 21, 1989

The Honorable Anthony C. Beilenson  
Chairman  
Permanent Select Committee on Intelligence  
House of Representatives  
Washington, D. C. 20515

Dear Mr. Chairman:

This is in response to your letter of July 21, 1989 concerning termination of the Agency's Spousal Leave Sharing Program.

We appreciate your authorization for a limited extension of the program so that Agency couples whose children are born before 30 April 1990 can take advantage of its benefits. This extension will allow the program to be phased out in an orderly manner rather than terminated abruptly. Those applying for the program after 1 August 1989 will be limited to the use of annual leave.

A notice has been disseminated to all employees informing them of the termination of the Spousal Leave Sharing Program. The notice informs employees that a limited extension of the benefits will be in effect until 30 April 1990 for those couples who meet the conditions outlined in your letter.

I am, of course, disappointed that you did not look favorably on our proposal to continue this program for another year. As I indicated in earlier conversations, the program met a specific need of Agency couples, many of whom are deployed in remote locations overseas. It also was designed to provide flexibility in dealing with the impact of maternity leave in cases involving tandem couples.

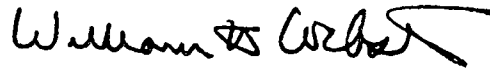
The Committee's insistence that this innovative Agency initiative meet a wider availability test is difficult to understand and seems to be at variance with the creative approaches to personnel problems that were called for in the NAPA report. It also is unfortunate that the Administration and the Congress will not have the benefit of information that would have been generated by a continuation of our experimental program. This information would have been useful in determining whether this type of program should be provided to all government employees. In any event, we are now responsive to your guidance.

The Honorable Anthony C. Beilenson

Finally, because we have been responsive on this issue, I do not want you to continue under the mistaken impression that we ignored a previous direction to terminate the program as you state in the last paragraph of your letter. This is not the case. We did, of course, appeal the Committee's direction to terminate the program after one year. This took place within the one-year trial period. At the same time, pending your consideration of our proposal for a continuation, Agency personnel officers had been notified to prepare to terminate the program on 30 September 1989, and we fully intended to do so. This is the date that coincided with the 12-month period (specified in the Classified Annex to last year's authorization act) during which the program was approved to operate.

Again, I appreciate your consideration of my proposal to continue the program and the limited extension you suggested.

Sincerely,

A handwritten signature in dark ink, appearing to read "William H. Webster", with a stylized flourish at the end.

William H. Webster  
Director of Central Intelligence